

Exploring Safety Culture

Some ideas and challenges
identified by the DOT Safety Council

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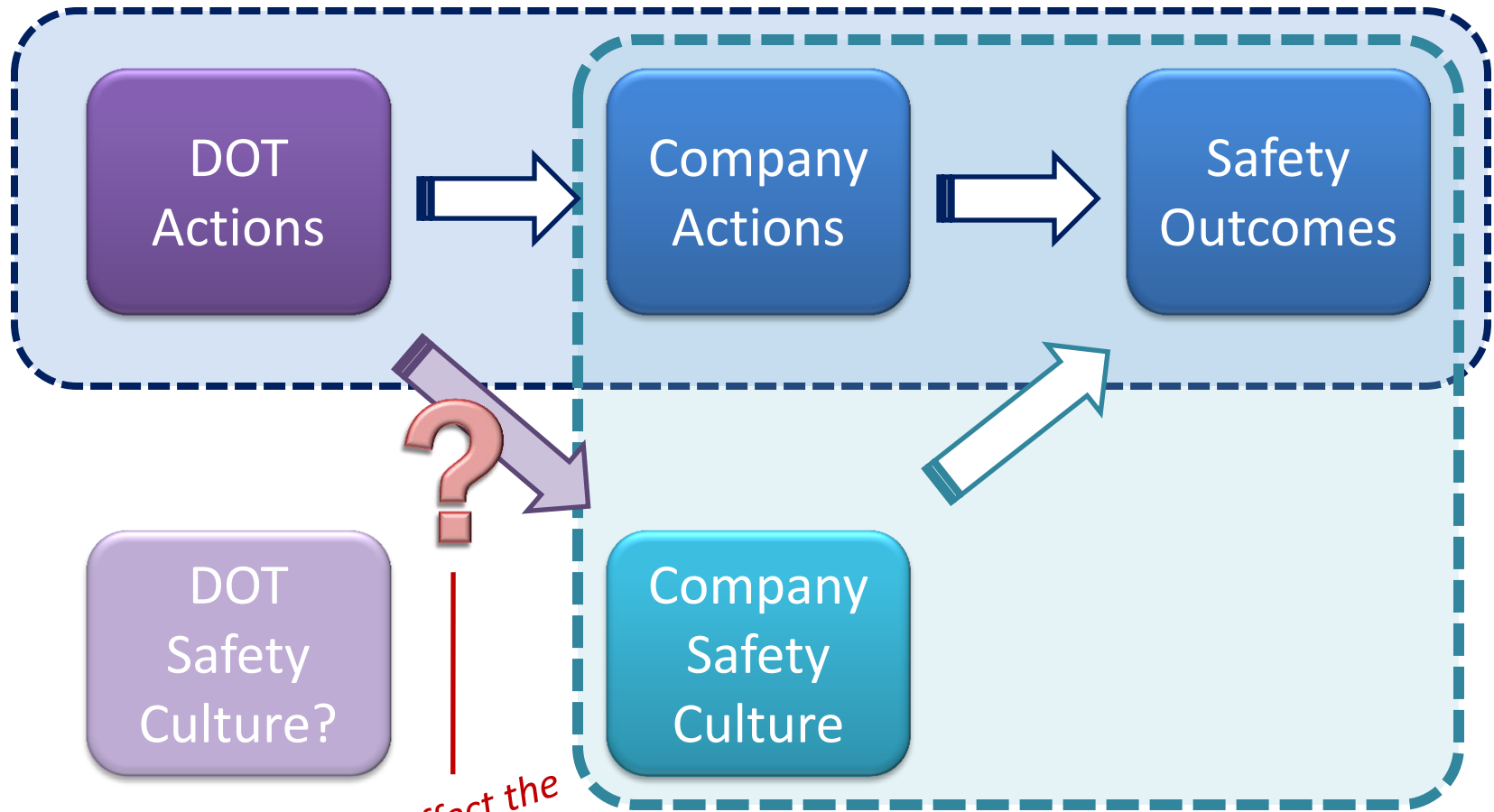
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People often interpret new information



... to reinforce existing beliefs.

The traditional view of federal intervention

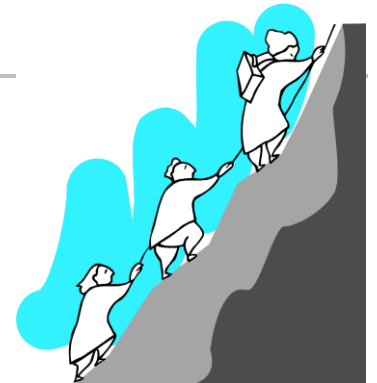


How do our actions affect the safety culture of companies or organizations we oversee?

The prevailing view of safety culture

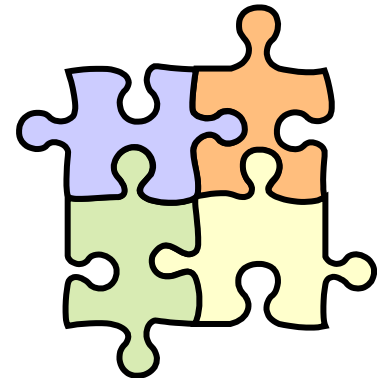
SAFETY CULTURE

The U.S. Department of Transportation Safety Council has identified safety culture as a top priority across the Department. Safety Culture is defined as the shared values, actions, and behaviors that demonstrate a commitment to safety over competing goals and demands.



Key elements of a strong safety culture

1. **Leadership** is clearly committed to safety;
2. There is **open and effective communication** across the organization;
3. Employees feel **personally responsible** for safety;
4. The organization practices **continuous learning**;
5. There is a safety conscious **work environment**;
6. **Reporting systems** are clearly defined and non-punitive;
7. **Decisions** demonstrate that safety is prioritized over competing demands;
8. **Mutual trust** is fostered between employees and the organization;
9. The organization is **fair and consistent** in responding to safety concerns;
10. **Training and resources** are available to support safety.



... From Research Paper (Safety Culture) prepared for the DOT Safety Council, May 2011

Measuring safety culture and safety climate

Leader-Member Exchange

Perceived Organizational Support

Procedural Justice

Safety Climate

(subscales include Management Safety Attitude,
Coworker Safety, Safety Demands)

Upward Communication

Other measurement scales ...



Some potential issues ...

- Different frameworks by different regulators?
- Applying the model to the general public, grantees, or other groups we influence?
- How might a measurement framework be *used*, and how might that affect behavior?
- How do we positively (and negatively) influence safety culture *out there*?
- Unintended effects?

